The United States Navy Transition Assistance Program

59 Years of

"Navigating the Winds of Career Change"

PEBLO Conference 2004

Once Upon A Time…

- **Mustering Out Pay = $200**
- **NSLI= $10,000**
- **United States Employment Service helped provide jobs**
- **GI Bill = $500 per school year**
- **Home Loan Guarantee = $2,000**
- **Unemployment = $23 per week**
- **Disability Pension = $50 monthly to age 65 ($60 after)**

Going Back To Civilian Life -1945 War II

1st Pre-Separation Pocket Guide Issued

NAVPERS 15110

NAVMC 1026-PD

Record of civilian and military training (NAV Pers 553; NAVMC 78-PD)

War Department Partners with Government Agencies

OPERATION HIGHLINE – 1958 Korean War

- **Established a partnership with Navy League of the United States**
- **Main Emphasis (Officers Only)**
  - **Resume Preparation**
  - **Employment Appl**
  - **Fin Opp s**

OPERATION HIGHLINE – 1965 Vietnam

- **Expanded to provide services to ALL personnel**
- **Included the whole family**
- **Main Emphasis**
  - **Resume Preparation**
  - **Employment Applications**
  - **Finding Job Opp[illegible]s**
- **Reloca[illegible]istance**

TRANSITION ASSISTANCE PROGRAM DESERT STORM – 1991

- Congress Establishes Permanent Transition Assistance Program
- Permanent Employment Assistance Centers Established
- Pre-Separation Counseling Required by Federal Law
- Established Temporary Transition Benefits
- Mandated Partnership Between DoD, DoL, DVA, and Non-Profit Veteran Organizations

Does Transition Assistance Date Back to 1775?

"The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional as to how they perceive the veterans of earlier wars were Treated and Appreciated by

Transition Services – Required By Law

- Provide Employment Skills Verification
- Individual skills assessment
- Pre-Separation Counseling
- Understanding the civilian workplace
- Job Search Process
- Federal Employment Opportunities
- Financial Management in Career Change
- Interviewing Techniques
- Resume Preparation
- Networking
- VA Benefit Eligibility
- Salary Negotiation
- Job Training Opportunities
- Educational Opportunities
- Spouse Employment
- DoL TAP Workshops
- Relocation Assistance

Demand For Service- FY03

- 65 Delivery Sites Worldwide
- 168 Field Staff
- 4 Headquarters Staff

- 47,897 Separations
- 6,474 Demobilized USNR
- 978 TAP Workshops Conducted
- 35,862 Workshop Attendees (Military)
- 93,678 Utilized Employment Assistance Services (Military)
- 29,142 Utilized Employment Assistance Services (Spouse)
- 73,739 hours for one-on-one assistance

PEBLO – Puts the Play into Action

Transition Assistance Must Start at Time of Medical Board

Medical Condition, Rehabilitation & Treatment Comes First

Make Transition Services A Part of the Treatment Plan

PEBLO = Quarterback

Identifying The Front Line

- **Command Career Counselor**
- **Naval Reserve Career Information Team**
- **Transition Staff at FFSC**
- **Local VA Representative**
- **Local Department of Labor Representative (DVOP)**
- **Veteran Service Organization Representatives**

DTAP – Handoff or Fumble?

- 253,000 claim backlog with VA
- 30,000 veterans are still waiting for an initial appointment
- 18% of veterans waiting more than 6 months for a claims decision
- Some may die while waiting for compensation
- It may take 6 months to process a claim
- Can YOU go without compensation for 6 months?
- PEBLO is “key” to early compensation

What is DTAP?

- **Disabled transition (DTAP) is an integral part of the transition program and concentrates on those service members being separated due to a disability incurred while on active duty.**

- **Briefings provide information on the full range of VA benefits to include but not limited to disability compensation, education, home loan program, insurance, vocational rehabilitation, and burial benefits.**

- **VA participates in the three day TAP/DTAP seminars under the auspices of a MOU between Department of Defense, Department of Labor, and Veterans Administration.**

- **Conduct one-on-one briefings where individual claims assistance and counseling is provided.**

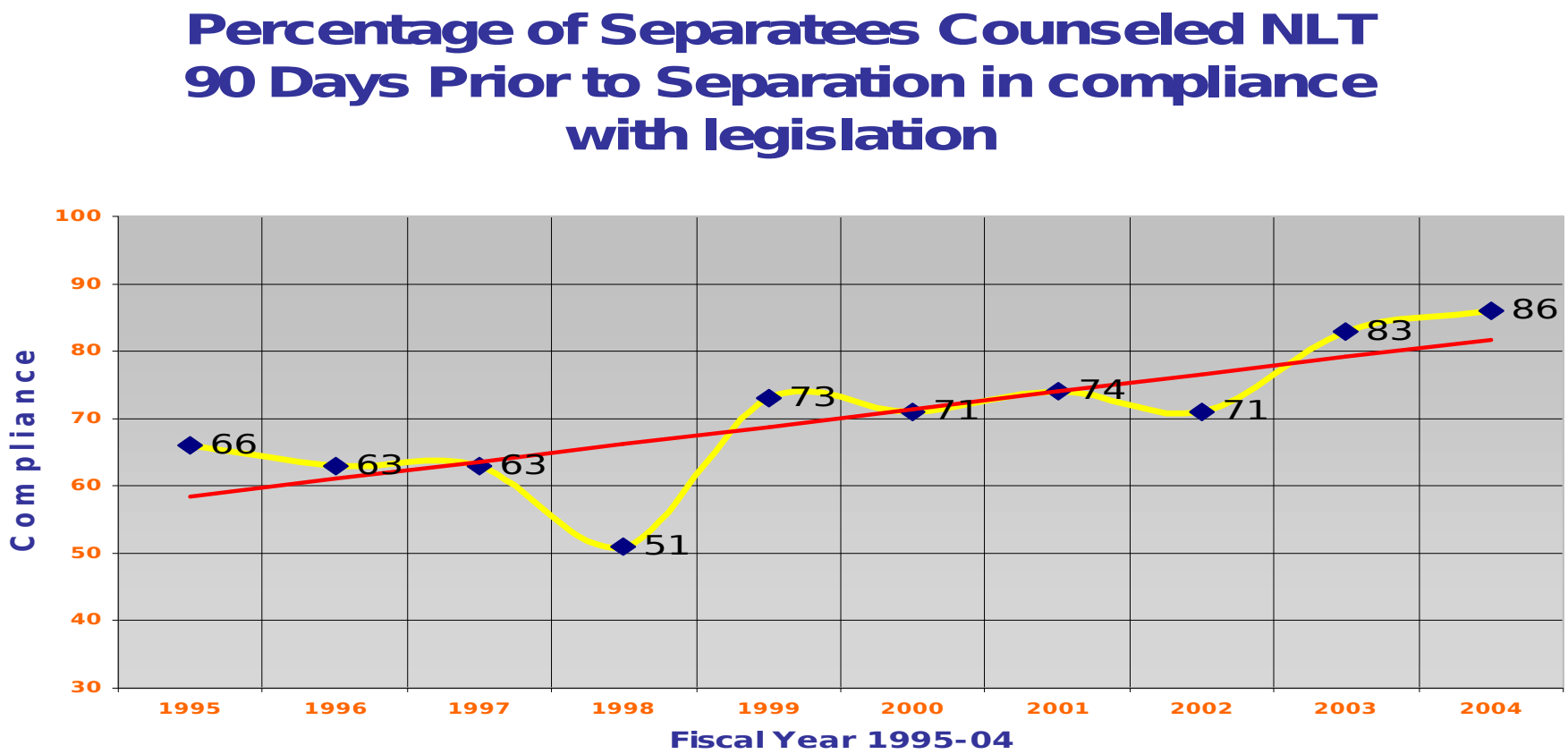
✓ **Public Law 101-237**

✓ **Public Law 101-510**

Who's Responsible For Pre-Separation Counseling?

- **Completion of Pre-Separation Counseling Checklist (DD 2648) required by law**
- **Must be completed NLT 90 days prior to separation**
- **Can PEBLO intervene at time of Medical Board?**
- **Who conducts if hospitalized?**
- **OPNAVINST 1900.2A assigns responsibility to Command Transition Officers**

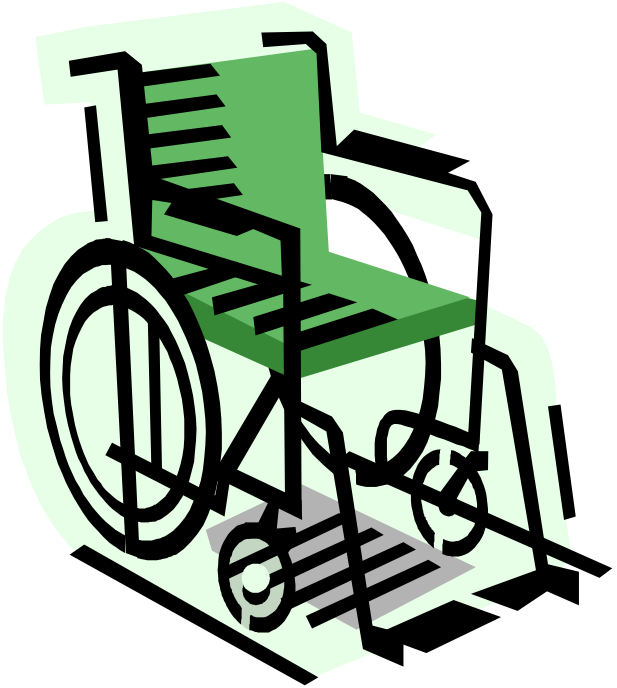
Percentage of Separatees Counseled NLT 90 Days Prior to Separation



Can Early Intervention Help?

- **FY-04 Figures (through 2nd Quarter)**
  - **25,761 separations**
  - **3,606 interviews conducted <90 days**
  - **1,144 separations due to medical conditions**
  - **31.7% of <90 day due to medical**

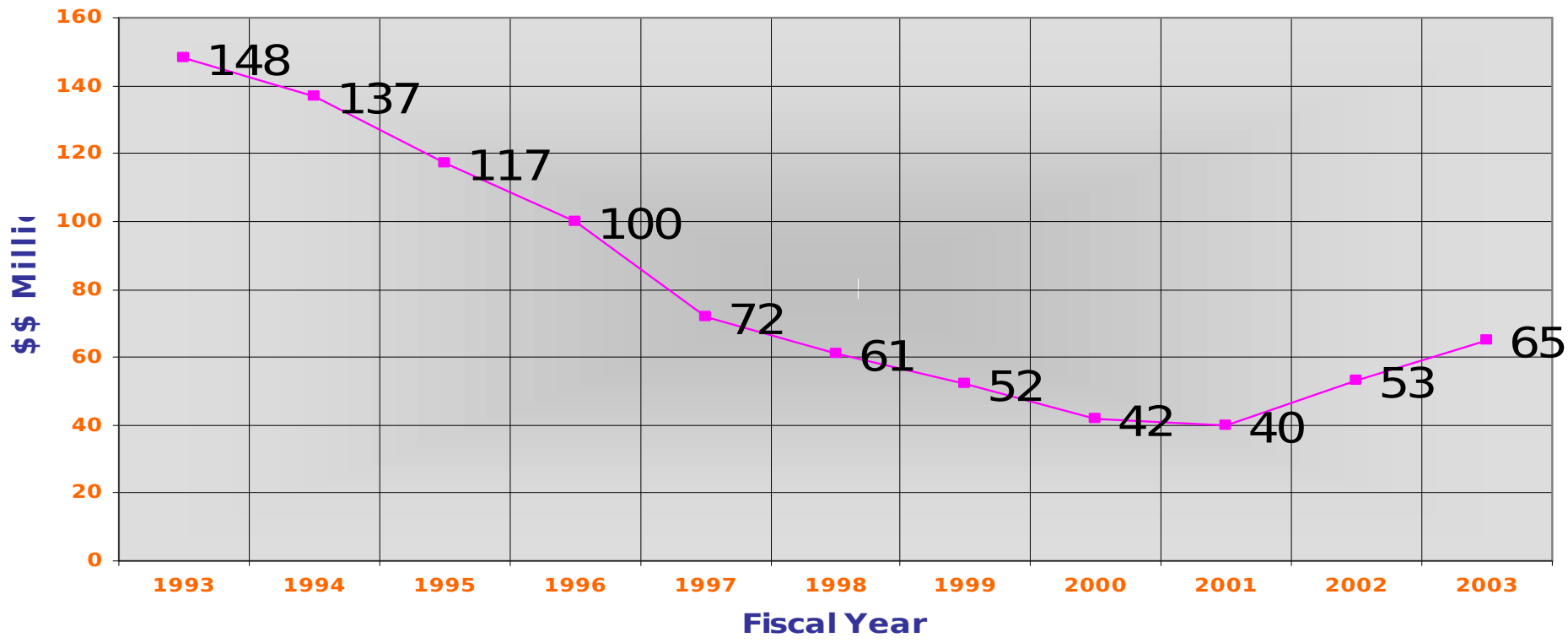
Facts About Disabled Veterans



- **Not All Disabilities Are Visible**
- **Disabled Veterans Are Employable**
  - **Disabled Veterans Are Not Looking For a Handout**
  - **Disability Will Impact The Entire Household**
  - **Personal Battles of Those Disabled in War Only Begin When the Guns Fall Silent**

The Cost Of Not Delivering Services

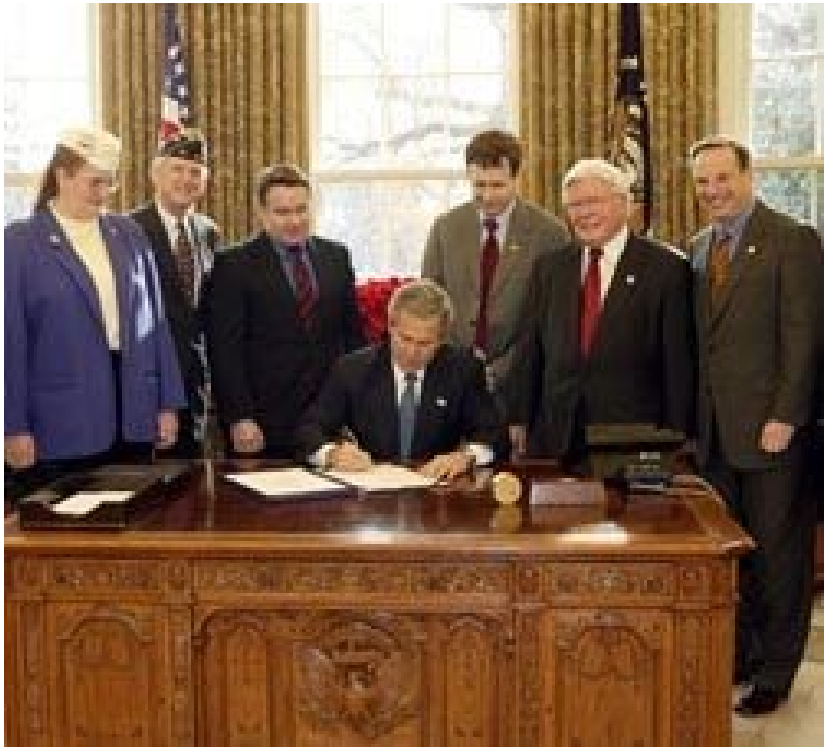
Unemployment Compensation Paid (Navy)



Homelessness Among Veterans

- **23% of adult homeless population are veterans**
- **250,000 are living on the streets or in shelters**
- **More Vietnam veterans (male/female) homeless than deaths in Vietnam**
- **Desert Storm veterans are appearing in the homeless population**

Legislative Action



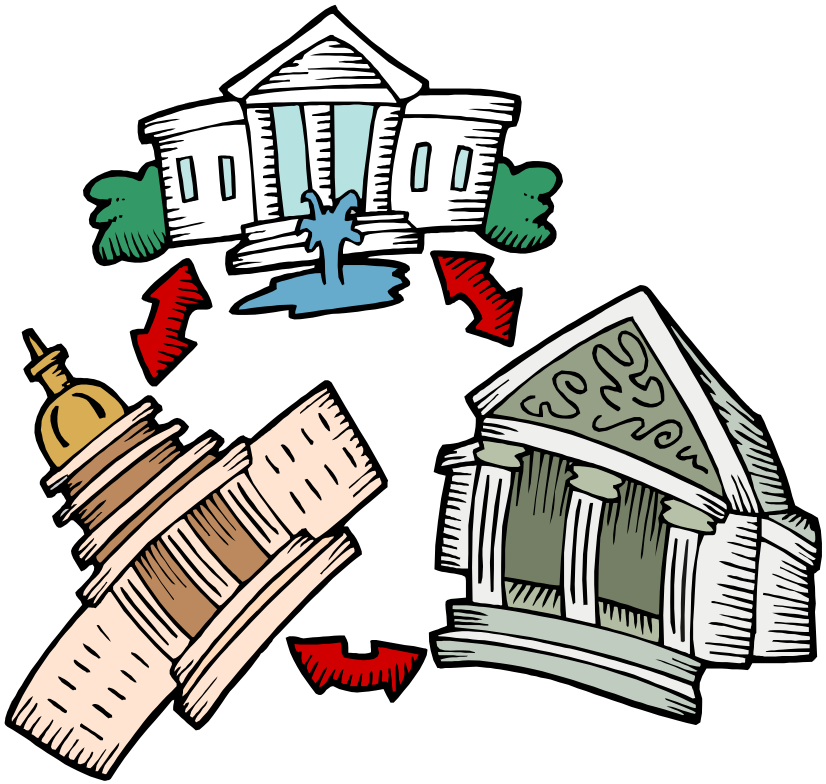
- **Jobs For Veterans Act (P.L. 107-0288)**
- **Veterans Entrepreneurship and Benefits Improvement Act of 2003 (H.R. 1460)**
- **Veterans Benefits Act of 2003 (P.L. 108-183)**

Work on Capitol Hill Continues

- **Full Committee Hearing – "Employing Veterans of Our Armed Forces"**

- **Full Committee Hearing- " Handoffs or Fumbles? Are DoD and VA Providing Seamless Healthcare Coverage to Transitioning Veterans?"**

Pending Legislation



- **H.CON.RES.252 "Hire a Veteran Week".**
- **H.R. 1906 “To revise the Transition Assistance Program for persons separating from active duty in the Armed Forces to make that program mandatory.**

A Worldwide Network of Assistance

- U.S. Department of Labor
- Department of Veterans Affairs
- Department of Education
  - Troops to Teachers
- Small Business Administration
- State Government
- Veteran Service Organizations

- Recent Employment Partners
  - U.S. Secret Service
  - C.I.A
  - U.S. State Department
  - Nuclear Regulatory Agency
  - American Institute of Baking (AIB)
  - Office of Personnel Management (OPM)
  - International Association of Fire Fighters

Summary

- **Program Funded Entirely Using DoD Reimbursable Dollars**
- **Economic Interest in the Success of Every Transitioning Servicemember**
- **Not All Disabilities Are Visible**
- **Medical Separation Is Not A Career Stopper!**
- **We Have A Responsibility To Those Who Voluntarily Serve**

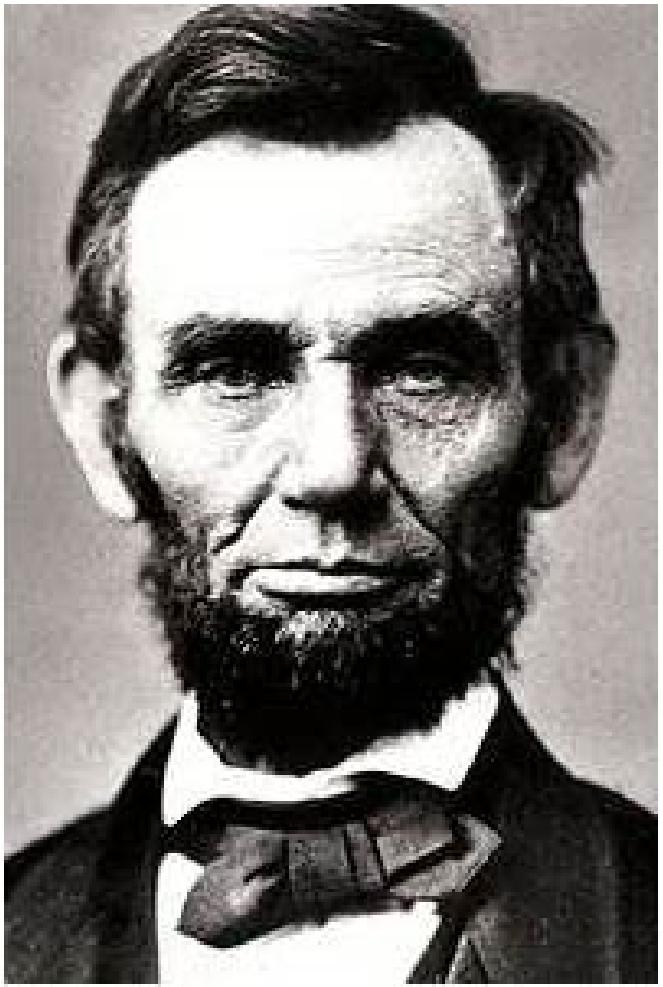
- **Future Recruiting May Depend on Successful Transitions**
- **Reinvestment in DoD Training Saves Money**
- **Military Service is a Fraction of Entire Work Life**
- **Early Intervention on Medical Separations Critical**
- **Veterans - America's Most Precious Resource**

Keep Service & Assistance In Perspective

"We are dealing with veterans, not procedures - with their problems, not ours."

Omar Bradley; 1947

An Obligation To Assist



- ***"...to care for him who shall have borne the battle, and for his widow and his orphan..."***

Abraham Lincoln; March 4, 1865

Visit us on the Web

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